



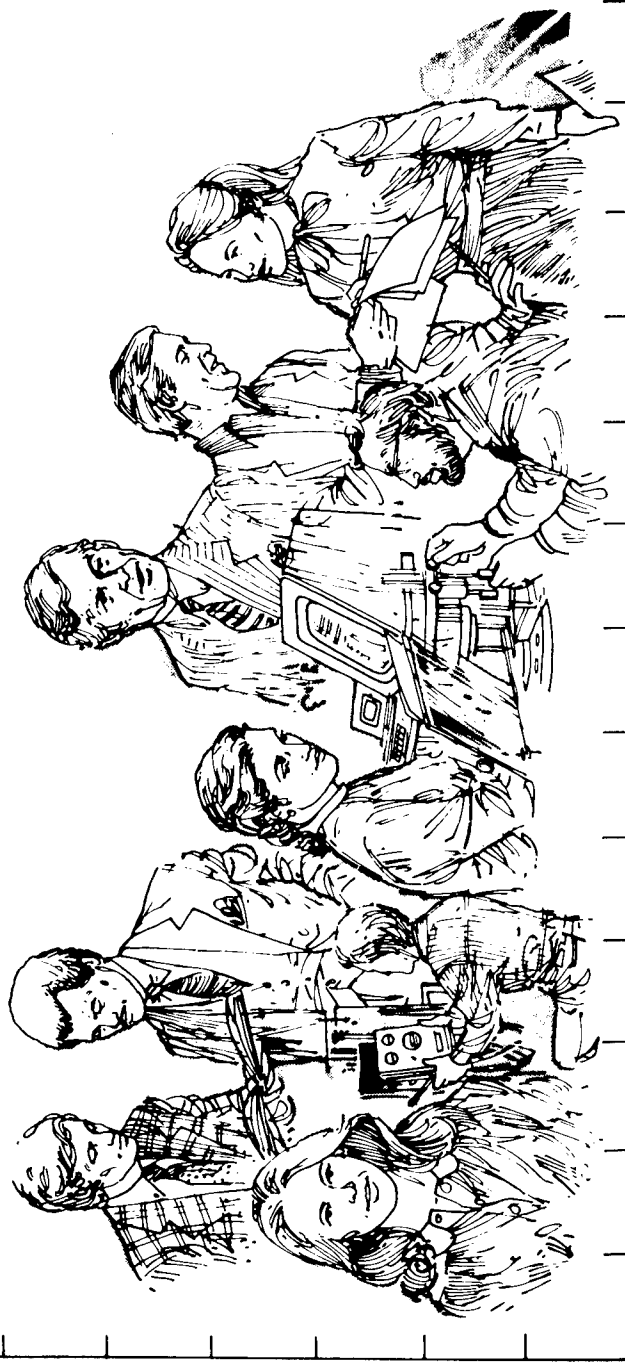
Department of Defense CIVILIAN MANPOWER STATISTICS

M04

December 31, 1996

SSD WASHINGTON HEADQUARTERS SERVICES

19970415 053



DISSEMINATION STATEMENT A
Approved for public release
Distribution Unlimited

DTIC QUALITY INSPECTED 24



DIRECTORATE FOR INFORMATION
OPERATIONS AND REPORTS (DIOR)

Department of Defense

CIVILIAN MANPOWER STATISTICS

December 31, 1996

*Issued Quarterly by
Washington Headquarters Services
Directorate for Information
Operations and Reports (DIOR)*

FOR SALE BY THE SUPERINTENDENT OF DOCUMENTS
U.S. GOVERNMENT PRINTING OFFICE
WASHINGTON, DC 20402-9371
TELEPHONE: (202) 512-1800

DTIC and NTIS identification number for this publication is DIOR/M04-97/01.

FOREWORD

Civilian Manpower Statistics (CMS) is a quarterly publication prepared by the Washington Headquarters Services, Directorate for Information Operations and Reports (WHS/DIOR) of the Department of Defense (DoD).

CMS provides statistical information on the DoD civilian work force, with the exception of personnel of the National Security Agency, Defense Intelligence Agency, National Imagery and Mapping Agency (including employees of the former Defense Mapping Agency), and personnel paid from nonappropriated funds. It is produced primarily from an integrated data base developed and maintained by WHS/DIOR from monthly information provided to the Office of Personnel Management on Standard Form 113-A, *Report of Federal Civilian Employment*.

INTERNET AVAILABILITY: Extracts of information presented in this publication are available through DefenseLINK or directly through the DIOR World Wide Web site (<http://web1.whs.osd.mil/mmidx/mmidxhome.htm>).

CHANGES EFFECTIVE WITH THE DECEMBER 31, 1996 EDITION OF THE CMS PUBLICATION:

- Table 3 has been modified to provide more detail on Defense Component civilian personnel strengths.
- The "Programmed Strength" column has been eliminated from Table 3.
- Table 4 has been modified to present strength data for all Defense Components other than the Military Departments and those Defense Agencies cited above.
- Figure 4 has been changed to present a broader graphical picture of DoD civilian employment.
- Effective October 1, 1996, the Defense Mapping Agency (DMA) became part of the National Imagery and Mapping Agency (NIMA). As an element of the U.S. Intelligence Community, NIMA (DMA) civilian personnel strength figures are not included in this publication.

TABLE OF CONTENTS

<u>Table/Figure</u>		<u>Page</u>
Table 1	DoD Civilian Employment, by Function and Employment Status, According to Defense Component - December 31, 1996	1
Table 2	Trends in DoD Civilian Employment Subject to Former OMB Ceiling, by Function, Employment Status, and Defense Component	2
Figure 1	Trends in DoD Direct Hire Civilian Employment, Military and Civil Functions (FY94 - FY97)	3
Figure 2	Trends in DoD Indirect Hire Civilian Employment, Military Functions (FY94 - FY97)	4
Table 3	DoD Direct Hire Civilian Personnel Subject to Former OMB Ceiling, by Function and Defense Component	5
Figure 3	DoD Direct Hire Civilian Personnel Subject to Former OMB Ceiling, by Month and Defense Component	6
Table 4	DoD Direct and Indirect Hire Civilian Personnel, by Component, (Excluding the Military Departments) - December 31, 1996	7
Figure 4	DoD Direct and Indirect Hire Civilian Employment, by Defense Component, Military and Civil Functions - December 31, 1996	8
Table 5	DoD Direct Hire Civilian Personnel, by Type, According to Defense Component - December 31, 1996	9
Table 6	DoD Direct Hire Civilian Personnel, by Location/Type, According to Defense Component - December 31, 1996	10
Table 7	DoD Indirect Hire Civilian Personnel, by Country, According to Defense Component - December 31, 1996	11
GLOSSARY		13

TABLE 1

DoD Civilian Employment, by Function and Employment Status, According to Defense Component - December 31, 1996

FUNCTION/EMPLOYMENT STATUS	TOTAL DoD a/	ARMY	NAVY b/	AIR FORCE	OTHER DoD ORGS. c/
MILITARY FUNCTIONS					
Former OMB Ceiling Employment					
Direct Hire	788,067	252,830	226,664	181,286	127,287
Indirect Hire	748,663	233,206	215,999	174,576	124,882
	39,404	19,624	10,665	6,710	2,405
Grand Total Employment	790,623	253,105	227,616	181,466	128,436
Direct Hire	751,219	233,481	216,951	174,756	126,031
Indirect Hire	39,404	19,624	10,665	6,710	2,405
CIVIL FUNCTIONS (All Direct Hire)					
Former OMB Ceiling Employment	26,231	26,230	0	1	0
Grand Total Employment	26,694	26,693	0	1	0
TOTAL MILITARY AND CIVIL FUNCTIONS					
Former OMB Ceiling Employment	814,298	279,060	226,664	181,287	127,287
Direct Hire	774,894	259,436	215,999	174,577	124,882
Indirect Hire	39,404	19,624	10,665	6,710	2,405
Grand Total Employment	817,317	279,798	227,616	181,467	128,436
Direct Hire	777,913	260,174	216,951	174,757	126,031
Indirect Hire	39,404	19,624	10,665	6,710	2,405

a/Included in Grand Total Employment but excluded from Former Office of Management and Budget (OMB) Ceiling Employment are employees formerly exempt from OMB ceiling control. Refer to Office of Personnel Management Operating Manual, "The SF-113 Summary Data Reporting System," for a delineation of employment formerly exempt from ceiling control.
b/Includes Marine Corps civilian personnel.
c/See Glossary for a list of Other DoD Organizations.

Prepared by: Washington Headquarters Services
Directorate for Information Operations and Reports

TABLE 2

**Trends in DoD Civilian Employment Subject to Former OMB Ceiling,
by Function, Employment Status, and Defense Component**

FUNCTION/COMPONENT EMPLOYMENT STATUS	END STRENGTHS, LAST 4 FISCAL YEARS				LAST 3 MONTHS		
	30 SEP 93	30 SEP 94	30 SEP 95	30 SEP 96	31 OCT 96	30 NOV 96	31 DEC 96
MILITARY FUNCTIONS							
Direct Hire a/	935,875	891,100	842,919	806,865	791,556	790,305	788,067
Indirect Hire b/	884,216	844,395	800,583	766,539	751,545	751,002	748,663
	51,659	46,705	42,336	40,326	40,011	39,303	39,404
Army							
Direct Hire	295,032	278,522	266,205	254,932	253,589	253,235	252,830
Indirect Hire	264,821	252,559	243,200	234,390	233,182	233,605	233,206
	30,211	25,963	23,005	20,542	20,407	19,630	19,624
Navy							
Direct Hire	285,934	266,337	247,760	231,436	227,495	227,064	226,664
Indirect Hire	275,596	255,894	237,404	220,694	216,904	216,451	215,999
	10,338	10,443	10,356	10,742	10,591	10,613	10,665
Air Force							
Direct Hire	201,991	196,077	186,545	183,542	181,191	181,247	181,286
Indirect Hire	193,745	188,434	179,907	176,847	174,523	174,532	174,576
	8,246	7,643	6,638	6,695	6,668	6,715	6,710
Other DoD Organizations c/							
Direct Hire	152,918	150,164	142,409	136,955	129,281	128,759	127,287
Indirect Hire	150,054	147,508	140,072	134,608	126,936	126,414	124,882
	2,864	2,656	2,337	2,347	2,345	2,345	2,405
CIVIL FUNCTIONS (All Direct Hire) a/							
Army	28,535	27,959	29,080	27,359	27,141	26,574	26,231
Air Force	28,534	27,958	29,079	27,358	27,140	26,573	26,230
	1	1	1	1	1	1	1
TOTAL MILITARY AND CIVIL FUNCTIONS							
Direct Hire a/	964,410	919,059	871,999	834,224	818,697	816,879	814,298
Indirect Hire b/	912,751	872,354	829,663	793,898	778,686	777,576	774,894
	51,659	46,705	42,336	40,326	40,011	39,303	39,404

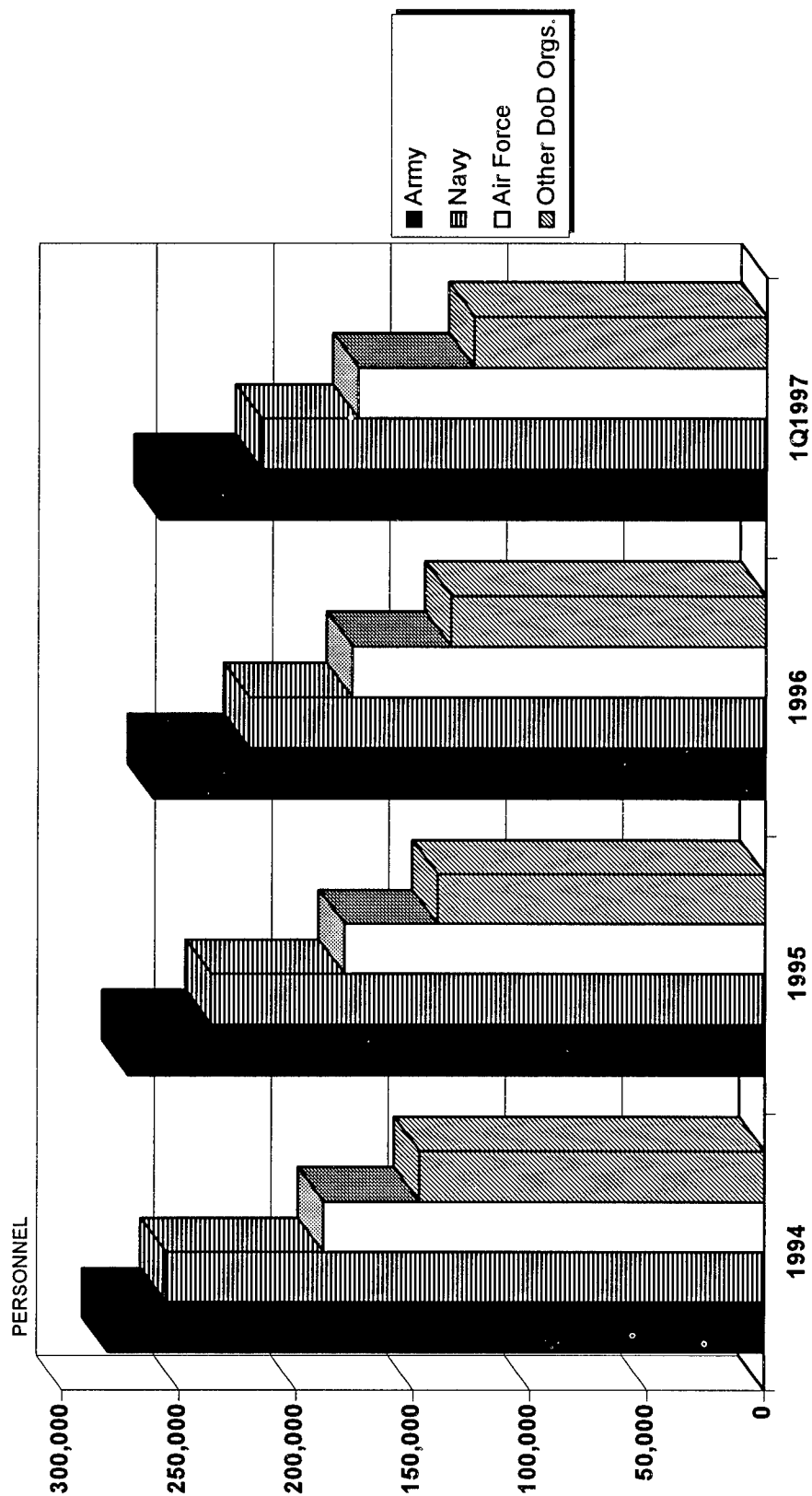
a/ As reported officially to the Office of Personnel Management.

b/ Foreign Nationals supporting U.S. Military Forces overseas under contracts or agreements with foreign governments.

c/ See Glossary for a list of Other DoD Organizations.

Prepared by: Washington Headquarters Services
Directorate for Information Operations and Reports

TRENDS IN DoD DIRECT HIRE CIVILIAN EMPLOYMENT, MILITARY AND CIVIL FUNCTIONS

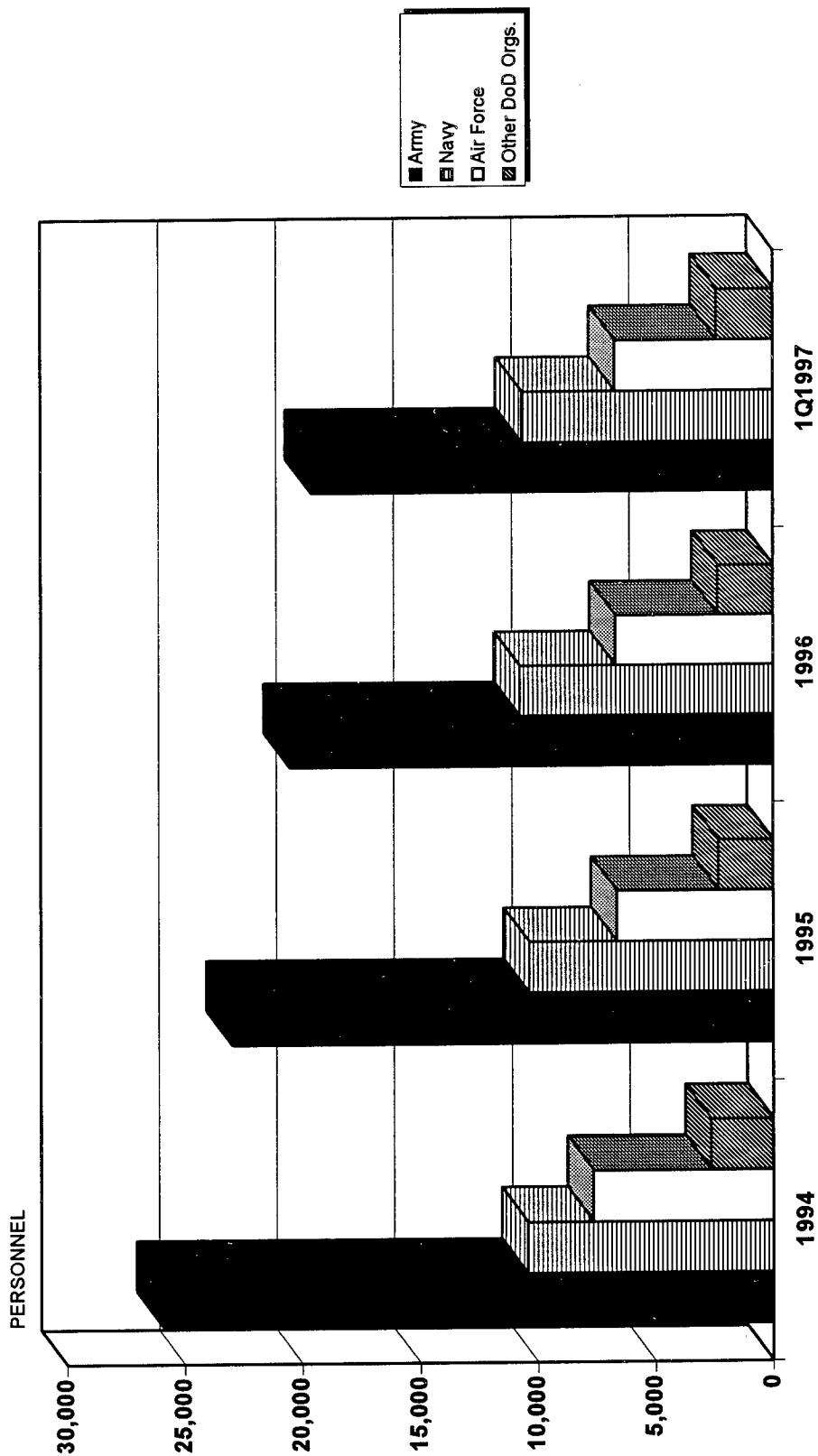


FISCAL YEAR

Prepared by: Washington Headquarters Services
Directorate for Information
Operations and Reports

FIGURE 1

TRENDS IN DoD INDIRECT HIRE CIVILIAN EMPLOYMENT, MILITARY FUNCTIONS



FISCAL YEAR

Prepared by: Washington Headquarters Services
Directorate for Information
Operations and Reports

FIGURE 2

TABLE 3

DoD Direct Hire Civilian Personnel Subject to Former OMB Ceiling, by Function and Defense Component

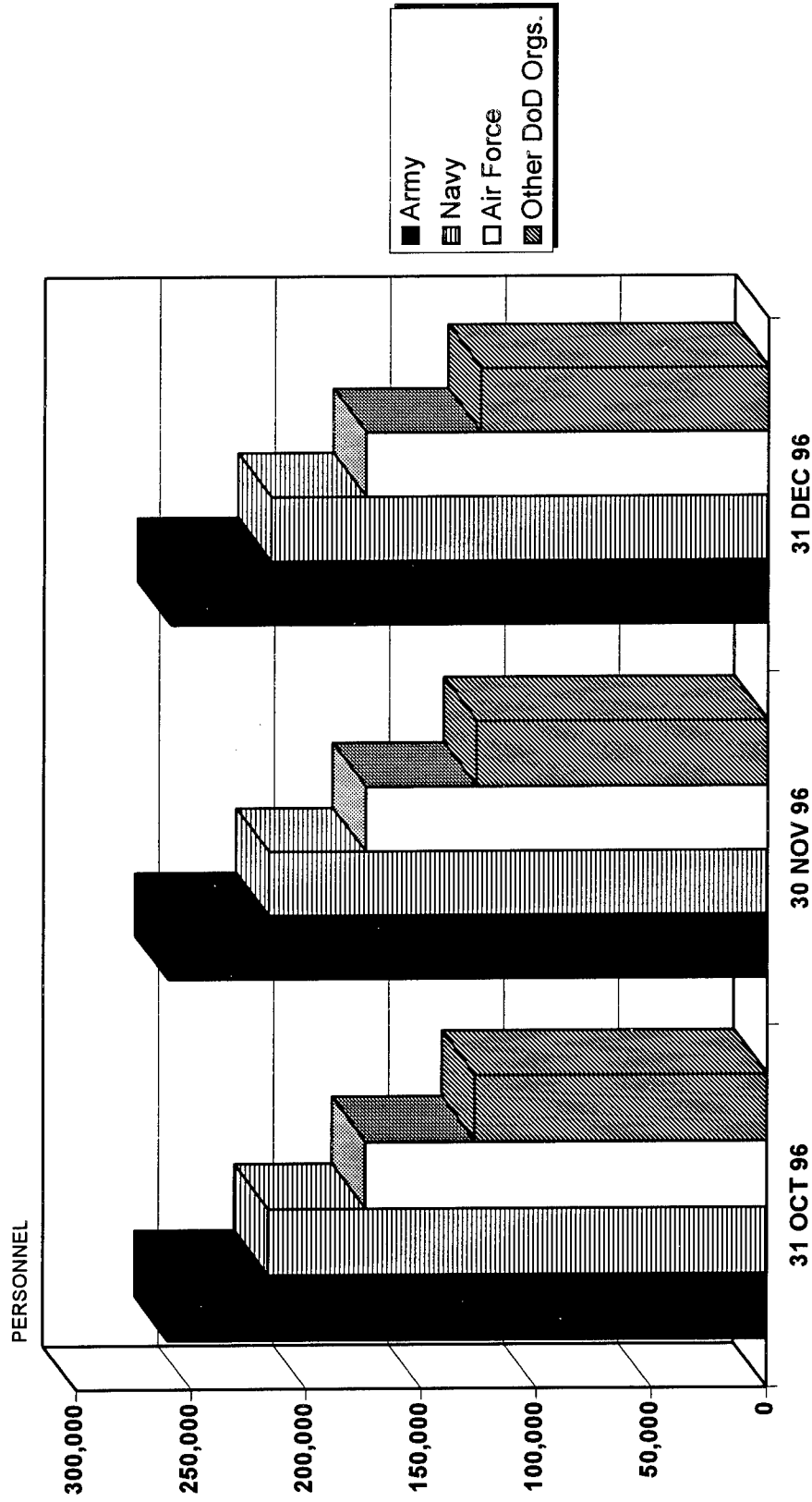
FUNCTION/COMPONENT a/	TOTAL EMPLOYMENT		FULL-TIME WITH PERMANENT APPOINTMENTS			
	31 OCT 96	30 NOV 96	31 DEC 96	31 OCT 96	30 NOV 96	31 DEC 96
MILITARY FUNCTIONS						
Army	751,545	751,002	748,663	679,434	678,050	676,707
Navy	233,182	233,605	233,206	206,078	205,855	205,671
Air Force	216,904	216,451	215,999	203,878	203,305	203,233
	174,523	174,532	174,576	161,339	161,131	161,364
OSD and Other DoD Orgs. Serviced by WHS b/	4,602	4,600	4,594	4,428	4,436	4,433
OSD (included above)	1,546	1,558	1,560	1,504	1,506	1,504
WHS (included above)	1,347	1,328	1,323	1,262	1,262	1,263
Other (see Table 4; included above)	1,709	1,714	1,711	1,662	1,668	1,666
DCPMS	379	383	382	373	378	377
DeCA	17,785	17,880	17,929	9,649	9,650	9,662
DCAA	4,828	4,815	4,738	4,665	4,650	4,618
DFAS	21,760	21,619	21,527	20,681	20,536	20,465
DISA	6,777	6,815	6,815	6,538	6,577	6,574
DIS	2,605	2,598	2,594	2,559	2,554	2,550
DLA	46,899	46,566	45,420	45,627	45,356	44,176
DSAs	484	484	487	458	458	462
DSWA	558	553	549	538	537	537
DoD IG	1,422	1,412	1,408	1,416	1,406	1,399
DoDEA	17,839	17,685	17,436	10,382	10,395	10,363
OSIA	306	306	307	296	298	299
USUHS	692	698	696	529	528	524
CIVIL FUNCTIONS						
Army	27,141	26,574	26,231	24,575	24,357	23,989
Air Force	27,140	26,573	26,230	24,574	24,356	23,988
	1	1	1	1	1	1
TOTAL MILITARY AND CIVIL FUNCTIONS	778,686	777,576	774,894	704,009	702,407	700,696

a/ See the Glossary for Component names.

b/ See the Glossary for a list of organizations serviced by WHS.

Prepared by: Washington Headquarters Services
Directorate for Information Operations and Reports

DoD DIRECT HIRE CIVILIAN PERSONNEL SUBJECT TO FORMER OMB CEILING, BY MONTH AND DEFENSE COMPONENT



Prepared by: Washington Headquarters Services
Directorate for Information
Operations and Reports

FIGURE 3

TABLE 4

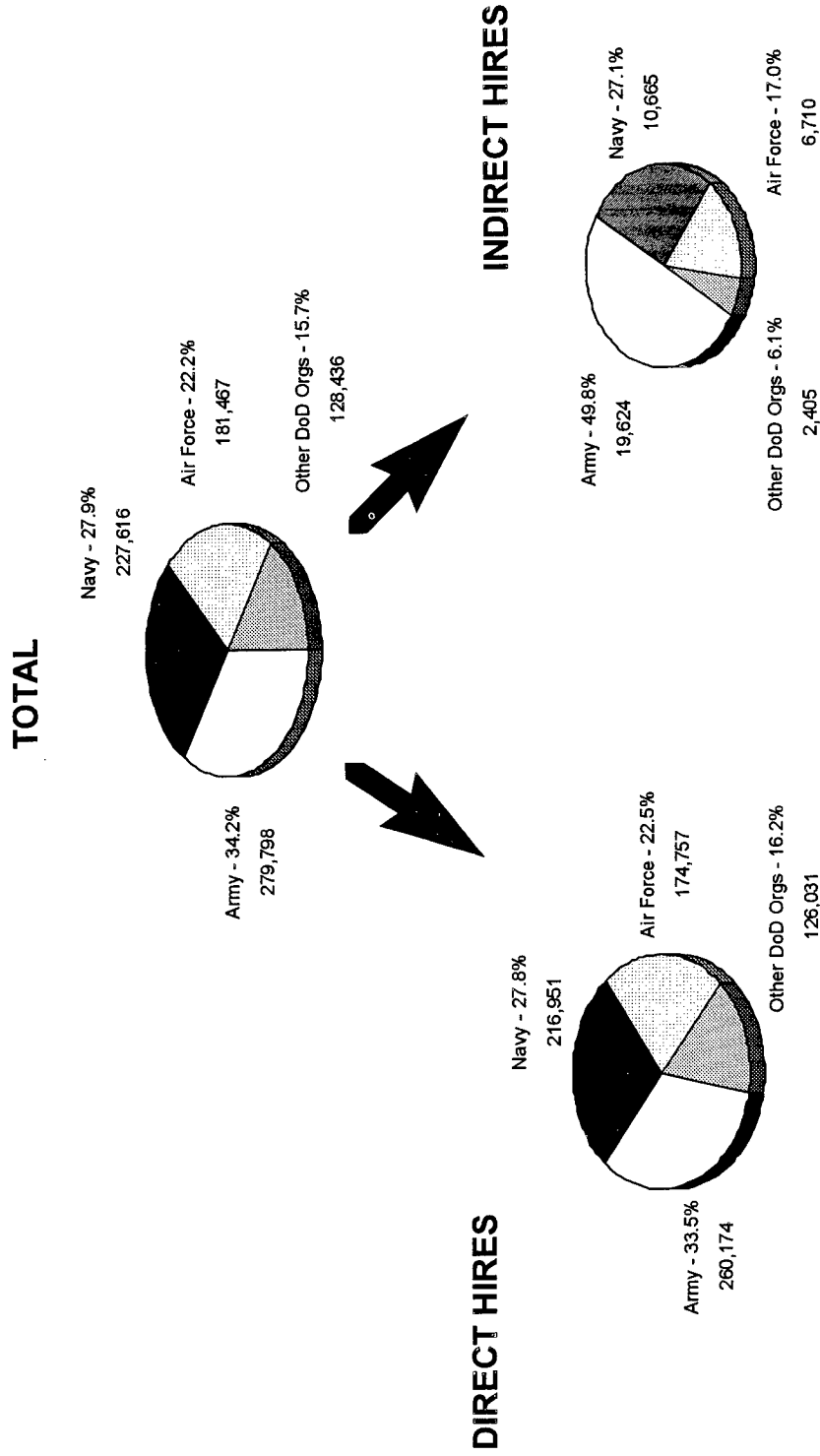
DoD Direct and Indirect Hire Civilian Personnel, by Defense Component - December 31, 1996 a/

DEFENSE COMPONENTS	TOTAL	DIRECT HIRE CIVILIANS	INDIRECT HIRE CIVILIANS
OTHER DEFENSE ORGANIZATIONS			
Office of the Secretary of Defense	1,560	1,560	0
The Joint Chiefs of Staff	205	205	0
Inspector General of the Department of Defense	1,409	1,408	1
U.S. Court of Appeals for the Armed Forces	55	55	0
Uniformed Services University of the Health Sciences	696	696	0
Defense Support Activities	492	492	0
DEFENSE AGENCIES			
Ballistic Missile Defense Organization	265	265	0
Defense Advanced Research Projects Agency	147	147	0
Defense Commissary Agency	19,198	17,937	1,261
Defense Contract Audit Agency	4,794	4,789	5
Defense Finance and Accounting Service	21,545	21,545	0
Defense Information Systems Agency	6,847	6,815	32
Defense Investigative Service	2,594	2,594	0
Defense Legal Services Agency	82	82	0
Defense Logistics Agency	47,204	46,424	780
Defense Security Assistance Agency	92	92	0
Defense Special Weapons Agency	549	549	0
On-Site Inspection Agency	307	307	0
DoD FIELD ACTIVITIES			
American Forces Information Service	355	355	0
Defense Civilian Personnel Management Service	382	382	0
Defense Medical Programs Activity	89	89	0
Defense Prisoner of War/Missing in Action Office	84	84	0
Defense Technology Security Administration	82	82	0
Department of Defense Education Activity	17,762	17,436	326
Office of Civilian Health and Medical Program of the Uniformed Services	208	208	0
Office of Economic Adjustment	47	47	0
Washington Headquarters Services	1,386	1,386	0
TOTAL	128,436	126,031	2,405

a/Includes personnel not subject to former OMB ceiling control; direct hire figures may be different than Table 3 entries.

Prepared by: Washington Headquarters Services
Directorate for Information Operations and Reports

DoD DIRECT AND INDIRECT HIRE CIVILIAN EMPLOYMENT, BY DEFENSE COMPONENT, MILITARY AND CIVIL FUNCTIONS



AS OF DECEMBER 31, 1996

FIGURE 4

Prepared by: Washington Headquarters Services
Directorate for Information
Operations and Reports

TABLE 5

DoD Direct Hire Civilian Personnel, by Type, According to Defense Component - December 31, 1996 a/

TYPE OF PERSONNEL	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
TOTAL	777,913	260,174	216,951	174,757	126,031
By Status					
Full-Time	755,960	255,763	214,867	172,593	112,737
Part-Time	16,661	4,214	1,839	1,969	8,639
Intermittent	5,292	197	245	195	4,655
By Career Service Category					
Competitive	649,971	208,603	199,190	138,566	103,612
Excepted and SES	127,942	51,571	17,761	36,191	22,419
By Type of Appointment					
Permanent	712,889	232,269	204,900	162,438	113,282
Temporary/Indefinite	65,024	27,905	12,051	12,319	12,749
By Citizenship					
U.S. Citizens	759,256	249,347	213,558	171,796	124,555
Non-Citizens	18,657	10,827	3,393	2,961	1,476
By Labor Category					
Salaried	586,907	202,560	160,191	117,651	106,505
Wage Board	191,006	57,614	56,760	57,106	19,526

a/Includes personnel not subject to former OMB ceiling control.

b/See the Glossary for a list of Other DoD Organizations

Prepared by: Washington Headquarters Services
Directorate for Information Operations and Reports

TABLE 6

**DoD Direct Hire Civilian Personnel, by Location/Type,
According to Defense Component - December 31, 1996 a/**

LOCATION/TYPE OF PERSONNEL	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
WORLDWIDE TOTAL	777,913	260,174	216,951	174,757	126,031
United States	716,171	233,658	206,360	166,981	109,172
By Location					
Washington, D.C., SMSA c/	73,578	21,918	31,002	5,544	15,114
Remainder of U.S.	642,593	211,740	175,358	161,437	94,058
By Labor Category					
Salaried	533,328	179,140	152,536	110,630	91,022
Wage Board	182,843	54,518	53,824	56,351	18,150
By Citizenship					
U.S. Citizens	715,614	233,419	206,285	166,969	108,941
Non-Citizens	557	239	75	12	231
U.S. Territories	6,517	1,136	3,409	778	1,194
By Labor Category					
Salaried	3,928	840	1,821	412	855
Wage Board	2,589	296	1,588	366	339
By Citizenship					
U.S. Citizens	6,492	1,132	3,408	778	1,174
Non-Citizens	25	4	1	0	20
Foreign Countries	55,225	25,380	7,182	6,998	15,665
By Labor Category					
Salaried	49,651	22,580	5,834	6,609	14,628
Wage Board	5,574	2,800	1,348	389	1,037
By Citizenship					
U.S. Citizens	37,150	14,796	3,865	4,049	14,440
Non-Citizens	18,075	10,584	3,317	2,949	1,225

a/Includes personnel not subject to former OMB ceiling control.

b/See the Glossary for a list of the Other DoD Organizations.

c/See Glossary for the definition of the Washington, D.C., Standard Metropolitan Statistical Area (SMSA).

Prepared by: Washington Headquarters Services
Directorate for Information Operations and Reports

TABLE 7

DoD Indirect Hire Civilian Personnel, by Country, According to Defense Component - December 31, 1996

COUNTRY	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. a/
BELGIUM	628	593	0	2	33
GERMANY	17,768	13,918	0	2,510	1,340
GREECE	9	7	0	2	0
GUAM	9,204	0	9,204	0	0
JAPAN	7,605	2,649	0	4,180	776
KOREA	2,180	2,180	0	0	0
LUXEMBOURG	8	8	0	0	0
NETHERLANDS	263	228	0	2	33
SINGAPORE	3	0	0	0	3
SPAIN	1,160	0	1,084	14	62
TURKEY	40	36	0	0	4
UNITED KINGDOM	153	5	0	0	148
TOTAL	39,021	19,624	10,288	6,710	2,399

a/See the Glossary for a list of Other DoD Organizations.

Prepared by: Washington Headquarters Services
Directorate for Information Operations and Reports

GLOSSARY

Civil Functions. Functions primarily associated with the civil works program of the Army Corps of Engineers. This program encompasses planning, programming, designing, constructing, and operating Federal water resource projects for navigation, flood control, hydroelectric power, water supply, recreation, and related activities. Civil functions also includes cemeterial workers (Army) and a conservation management employee (Air Force).

Competitive Service. All civil service positions in the Executive Branch, except:

1. Positions which are specifically exempted from the competitive service by or under statute;
2. Positions for which appointments are made by nomination for confirmation by the Senate, unless the Senate otherwise directs, or when specifically included in the competitive service by statute; and
3. Positions in the Senior Executive Service.

Also includes civil service positions not in the Executive Branch which are specifically included in the competitive service by statute.

Direct Hire Civilians. Employees hired directly by an agency of the Department of Defense (DoD). Included are Foreign Nationals hired by DoD to support DoD activities in their home countries.

DoD. Department of Defense.

Excepted Service. All positions in the Executive Branch of the Federal government (except Senior Executive Service positions) which are specifically excepted from the competitive service by or pursuant to a statute, the President, or the Office of Personnel Management.

Former OMB Ceiling Employment. Employees formerly subject to the Office of Management and Budget (OMB) employment controls used to administer Presidential employment ceiling limitations. Refer to the Office of Personnel Management Operating Manual, *The SF-113 Summary Data Reporting System*, for a delineation of employment formerly exempt from ceiling controls.

Full-Time Employees. Employees who are regularly scheduled to work the number of hours and days in the administrative work week for their employment group or class. (Usually 5 days of 8 hours each.)

Indirect Hire Civilians. Foreign Nationals assigned to support U.S. forces through contracts or agreements with foreign governments (or agencies thereof). These personnel are employees of the foreign governments involved.

Intermittent Employees. Employees who are employed with no prescheduled tour of duty (i.e., employed on irregular or occasional basis).

Military Functions. Activities normally associated with the Uniformed Services.

OTHER DoD ORGANIZATIONS

- * Office of the Secretary of Defense (OSD)
- * Joint Chiefs of Staff (JCS)
- Inspector General of the Department of Defense (DoD IG)
- * U.S. Court of Appeals for the Armed Forces
- Uniformed Services University of the Health Sciences (USUHS)
- ** Defense Support Activities (DSAs)

Department of Defense Agencies:

- * Ballistic Missile Defense Organization (BMDO)
- * Defense Advanced Research Projects Agency (DARPA)
- Defense Commissary Agency (DeCA)
- Defense Contract Audit Agency (DCAA)
- Defense Finance and Accounting Service (DFAS)
- Defense Information Systems Agency (DISA)
- Defense Investigative Service (DIS)
- * Defense Legal Services Agency (DLSA)
- Defense Logistics Agency (DLA)
- * Defense Security Assistance Agency (DSAA)
- Defense Special Weapons Agency (DSWA)
- On-Site Inspection Agency (OSIA)

Department of Defense Field Activities:

- * American Forces Information Service (AFIS)
- ** Defense Civilian Personnel Management Service (DCPMS)
- * Defense Medical Programs Activity (DMPA)
- * Defense Prisoner of War/Missing in Action Office (DPMO)
- * Defense Technology Security Administration (DTSA)
- Department of Defense Education Activity (DoDEA)
- * Office of Civilian Health and Medical Program of the Uniformed Services (OCHAMPUS)
- * Office of Economic Adjustment (OEA)
- * Washington Headquarters Services (WHS)

NOTE: * Organizations serviced by WHS.

** Organizations serviced by DLA and DISA.

Part-Time Employees. Employees who are regularly scheduled for a prearranged tour of duty which is less than the specified number of hours or days worked by full-time employees in the same employment group or class.

Permanent Appointments. Permanent appointments are defined within each type of service as follows:

1. **COMPETITIVE SERVICE** - Employees serving under career appointments who are serving or who have completed their initial appointment probation, or who are not required to serve an initial appointment probation. Also includes employees with career-conditional appointments.
2. **EXCEPTED SERVICE** - Employees whose appointments carry no restrictions or conditions, such as conditional appointments, indefinite or specific time limitations, or trial periods. Based on tenure, can include employees serving trial periods or those whose tenure is equivalent to career-conditional in the competitive service.
3. **SENIOR EXECUTIVE SERVICE (SES)** - All SES employees except those serving under "limited term" and "limited emergency" appointments.

Salaried Employees. Primarily employees occupying positions subject to the Classification Act of 1949, as amended, and a limited number of other employees whose compensation is established by other legislation, Executive Order, or administrative determination.

Senior Executive Service (SES). Positions in an agency with grade 16, 17, or 18 of the General Schedule or Level IV or V of the Executive Schedule (unless exempted). Also includes equivalent positions which need not be filled by appointment by the President and confirmation by the Senate, and which have not been specifically excluded from the SES.

Standard Metropolitan Statistical Area (SMSA). Consists of the District of Columbia; Calvert, Charles, Frederick, Montgomery, and Prince George's counties in Maryland; Alexandria, Fairfax, Falls Church, Fredericksburg, Manassas, and Manassas Park cities in Virginia; Arlington, Clarke, Culpeper, Fairfax, Fauquier, King George, Loudoun, Prince William, Spotsylvania, Stafford, and Warren counties in Virginia; and Berkeley and Jefferson counties in West Virginia.

Total Paid Civilian Employment. Total direct and indirect hire civilian employment. For direct hires, includes, with some exceptions, all direct hire employees who had not officially separated as of the reporting period or were on paid leave.

Wage System Employees. Employees whose basic rates of pay are fixed in accordance with locally prevailing rates or by wage boards or similar administrative authority. Includes prevailing rate employees. (Prevailing rate employees are those employed by an agency in a recognized trade or craft; other skilled mechanical craft; or an unskilled, semiskilled, or skilled manual labor occupation. Also includes any other person, including a foreman or supervisor, in a position where trade, craft, or labor experience and knowledge is a paramount requirement.)